



## **Breastfeeding Support Policy**

In recognition of the well-documented health advantages of breastfeeding for infants and mothers, Delgado Community College provides a safe and supportive environment to breastfeeding students and employees. The College supports the needs of breastfeeding mothers who consider breastfeeding their children as a means of promoting the health of both child and mother. See [Delgado Breastfeeding Support Locations](#).

Delgado encourages students and employees in their efforts to combine attending college/working and breastfeeding. Employees who wish to express milk during the work period are to keep supervisors informed of their needs so that appropriate accommodations can be made. Supervisors are responsible for negotiating policies and practices that will help facilitate each employee's infant feeding goals. Breastfeeding employees are allowed a flexible schedule for breastfeeding or pumping. The time allowed will not exceed the normal time allowed for lunch and breaks. For time above and beyond normal lunch and breaks, employees may use sick or annual leave or they may choose to negotiate a flexible work schedule with the supervisor.

An appropriate, private and sanitary room will be provided at each Delgado location where breastfeeding students and employees can (1) nurse an infant brought in during lunch or breaks, and (2) express breastmilk to be stored for later use. The room will have accessible electrical outlets for electric breast pump use and a sink close by with a clean, safe water source for hand washing and rinsing out breast pump equipment. The room contains a comfortable chair(s) with arms for nursing, optional nursing stool, and a table/desk and chair for pumping. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Refrigeration will be made available for the safe storage of breast milk; however, students and employees are allowed to bring cold storage containers. Breastfeeding women are to provide their own containers; milk stored in any refrigerator will be clearly labeled with name and date.

It is expected that all students and staff will assist in providing a positive atmosphere of support for breastfeeding mothers.

Approved 5/15/17